

# H.R. 9803

Assistance in Meeting  
Federal Child Care Standards;  
Treatment of Drug Abuse and Alcoholism

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Brief Description of Senate Amendments

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Prepared for the Use of the Conferees



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## H.R. 9803—DESCRIPTION OF SENATE AMENDMENTS

(NOTE: Senate bill is a Committee amendment except as noted.)

Senate bill section	Bill page	Description
1	2	<i>Congressional findings.</i> —States as Congressional findings that the child care staffing standards required under 1974 legislation will necessitate additional State expenditures and that the purpose of this Act is to provide additional Federal funding to meet those added costs.
2	3	<i>Temporary deferral of standards.</i> —Extends to July 1, 1976 the existing deferral of staffing standards for children aged 6 weeks to 6 years (provided that State law requirements are met and standards are not reduced below September 1975 levels). The present deferral was enacted last October (Public Law 94-120) and expires February 1, 1976. (The House bill defers the standards until April 1, 1976.)
3(a)	3	<i>Increased social services funding for child care.</i> —Increases the existing \$2.5 billion limit on social services funding, allocated among the States on a population basis, by \$250 million per year. For fiscal year 1976, the additional funding would be limited to \$125 million and for the July-September 1976 transition quarter the additional funding would be \$62.5 million. The additional funding would be allocated on a population basis except that for fiscal years 1976 and 1977 and the July-September 1976 transition quarter 20 percent of the additional funding would be reserved for allocation as provided in section 4. This section would also provide that the additional Federal funding a State receives as a result of the bill cannot exceed the amount of Federal social services funding attributable to child care expenditures.
3(e)	7	
3(b)	4	<i>Emphasis on employing welfare recipients.</i> —Requires States, to the extent they determine feasible, to use the added Federal funding in a way which increases employment of welfare recipients and other low-income persons in child care jobs.

## H.R. 9803—DESCRIPTION OF SENATE AMENDMENTS—Con.

(NOTE: Senate bill is a Committee amendment except as noted.)

Senate bill section	Bill page	Description
3(c)	4	<i>State grants to aid employment of welfare recipients.</i> —Permits States, without regard to usual title XX requirements, to use the added Federal funding under the bill to make grants to child care providers which match the tax credit such providers receive for hiring welfare recipients. These grants would match the 20 percent tax credit on a 4-for-1 basis, thus providing full Federal funding of the costs of employing welfare recipients up to a maximum of \$5,000 per year per employee. Grants could be made in this manner only if at least 20 percent of the children served by the child care provider have their care paid for through the title XX program. (Committee amendment except that percentage of children necessary to qualify was reduced from 30 to 20 by Mondale floor amendment adopted on a voice vote.)
3(d)	6	<i>Increased matching for child care.</i> —Increases the Federal matching rate for child care expenditures from 75 percent to 80 percent. The increased rate would apply only to the additional amount of Federal funding provided under the bill.
	4	7 <i>Allocation of funds.</i> —Provides that for fiscal 1976, \$100 million would be allocated on the basis of State population and the remaining \$25 million would be allocated by the Secretary of HEW to States which he determined to need additional funds because of special difficulty in meeting the standards. Provides \$50 million on a population basis and \$12.5 million on a basis of need for the transition quarter, and \$200 million and \$50 million respectively for fiscal 1977. Funds set aside for special needs and not used would be reallocated on the basis of State population. Beginning in fiscal 1978 the full amount would be allocated according to the normal allocation formula under title XX.
5(a)	10	<i>Extension of welfare recipient tax credit to public and non-profit child care providers.</i> —Provides that public and non-profit child care providers who are not subject to taxation may receive a payment equivalent to the 20 percent tax credit which they would qualify for if they were taxpayers for the costs of employing welfare recipients. The section would also limit the 20 percent tax credit (or equivalent grant) for hiring welfare recipients for child care to the first \$5,000 of annual wages (a maximum grant or credit of \$1,000).

## H.R. 9803—DESCRIPTION OF SENATE AMENDMENTS—Con.

(NOTE: Senate bill is a Committee amendment except as noted.)

Senate bill section	Bill page	Description
5(b)	12	<i>Expiration of tax credit.</i> —Provides that the welfare recipient tax credit provisions which are now scheduled to expire July 1, 1976 would continue, in the case of child care providers only, to January 1, 1981.
5(c)	13	<i>Refundable tax credit.</i> —Makes the welfare recipient tax credit refundable in the case of private child care providers whose tax credit exceeds their tax liability.
5(e)	14	<i>Tax credit effective date.</i> —Makes the bill's provisions with respect to the tax credit (and equivalent grant for public/non-profit providers) applicable to individuals hired after September 30, 1975.
6	14	<i>Waiver provisions and modification of family day care requirements.</i> —Permits State welfare agencies to waive the Federal staffing requirements in the case of child care centers and group day care homes which meet State standards if the children receiving federally funded care represent no more than 20 percent of the total number of children served (or, in the case of a center, there are no more than 5 such children), provided that it is infeasible to place the children in a facility which does meet the Federal requirements. The section would also modify the limitations on the number of children who may be cared for in a family day care home by providing that the family day care mother's own children not be counted unless they are under age 6. This change would apply retroactive to October 1, 1975.
7	15	<i>Addicts and alcoholics.</i> —Makes permanent certain modifications provided under P.L. 94-120 governing funding of services for addicts and alcoholics. The provisions which otherwise will expire January 31, 1976, require that special confidentiality requirements of the comprehensive Alcohol Abuse Act be observed with regard to addicts and alcoholics, clarify that the entire rehabilitative process must be considered in determining whether medical services provided to addicts and alcoholics can be funded as an integral part of a State social services program, and provide for funding of a 7-day detoxification period even though social services funding is generally not available to persons in institutions.

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## Statistical Material

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TABLE 1.—CHILD CARE CENTER STAFFING REQUIREMENTS  
UNDER LAW AND HEW REGULATION

Age of child	Maximum number of children per staff member	
Under 6 weeks.....	1	Required by regulation.
6 weeks to 3 years.....	4	Required by regulation.
3 to 4 years.....	5	Required by law.
4 to 6 years.....	7	Required by law.
6 to 9 years.....	15}	Maximum number allowed by law (though Secretary of HEW may lower the maxi- mum number of children per staff member, thus in- creasing the staff required).
10 to 14 years.....	20}	

(7)

TABLE 2.—CHILD CARE CENTERS: MINIMUM STAFFING REQUIREMENTS, BY AGE OF CHILDREN, UNDER STATE LICENSING REGULATIONS

	Maximum number of children per staff member if age of children is—					School age
	Under 2	2 to 3	3 to 4	4 to 5	5 to 6	
Alabama.....	5	<sup>1</sup> 5	10	20	20	<sup>2</sup> 22
Alaska.....	5	5	10	10	10	10
Arizona.....	<sup>3</sup> 8	10	15	20	25	25
Arkansas.....	<sup>4</sup> 6	<sup>5</sup> 6	12	15	18	NS
California.....	<sup>6</sup> 4	12	12	12	12	12
Colorado.....	<sup>7</sup> 5	<sup>8</sup> 7	10	12	15	15
Connecticut.....	4	4	<sup>9</sup> 5	<sup>9</sup> 7	<sup>9</sup> 7	<sup>10</sup> 10
Delaware <sup>13</sup> .....	<sup>11</sup> 5	<sup>12</sup> 8	15	20	20	25
District of Columbia.....	<sup>14</sup> 4	<sup>15</sup> 4	8	10	15	15
Florida <sup>17</sup> .....	<sup>16</sup> 6	12	15	20	25	25
Georgia.....	<sup>18</sup> 7	10	15	18	20	<sup>19</sup> 25
Hawaii.....	<sup>20</sup> X	10	15	20	25	25
Idaho.....	<sup>21</sup> 6	<sup>22</sup> 8	10	10	10	NS
Illinois.....	6	8	10	<sup>23</sup> 10	25	25
Indiana.....	<sup>24</sup> 4	5	10	12	15	20
Iowa.....	4	6	8	12	15	15
Kansas.....	<sup>25</sup> 3	<sup>26</sup> 5	10	<sup>27</sup> 10	<sup>27</sup> 10	16
Kentucky.....	6	8	10	12	15	<sup>28</sup> 15
Louisiana <sup>30</sup> .....	<sup>29</sup> 6	12	14	16	20	25
Maine <sup>32</sup> .....	<sup>20</sup> X	<sup>31</sup> 8	10	15	15	15
Maryland.....	<sup>33</sup> NS	6	10	10	13	NS
Massachusetts.....	<sup>34</sup> 10	<sup>34</sup> 10	<sup>35</sup> 10	<sup>36</sup> 10	15	<sup>38</sup> 15
Michigan.....	<sup>20</sup> X	<sup>39</sup> 10	10	12	20	NS
Minnesota.....	<sup>40</sup> 4	<sup>41</sup> 7	10	10	10	15
Mississippi.....	NS	NS	NS	NS	NS	<sup>20</sup> X

See footnotes at end of table.

TABLE 2.—CHILD CARE CENTERS: MINIMUM STAFFING REQUIREMENTS, BY AGE OF CHILDREN, UNDER STATE LICENSING REGULATIONS—Continued

	Maximum number of children per staff member <sup>1</sup> if age of children is—					School age
	Under 2	2 to 3	3 to 4	4 to 5	5 to 6	
Missouri.....	<sup>20</sup> X	5	10	10	15	15
Montana.....	NS	NS	NS	NS	NS	NS
Nebraska.....	4	5	7	7	7	12
Nevada.....	<sup>42</sup> 4	<sup>43</sup> 8	<sup>44</sup> 10	<sup>44</sup> 10	<sup>44</sup> 10	<sup>45</sup> 3
New Hampshire...	4	<sup>45</sup> 4	10	15	18	20
New Jersey.....	<sup>20</sup> X	<sup>47</sup> NS	<sup>47</sup> NS	<sup>47</sup> NS	<sup>47</sup> NS	<sup>20</sup> X
New Mexico.....	10	10	15	<sup>48</sup> 15	<sup>48</sup> 15	15
New York.....	<sup>49</sup> 4	5	5	7	7	10
North Carolina.....	<sup>50</sup> 8	<sup>50</sup> 12	<sup>50</sup> 15	<sup>50</sup> 20	<sup>50</sup> 25	<sup>50</sup> 25
North Dakota.....	4	4	10	10	12	<sup>51</sup> 12
Ohio.....	<sup>52</sup> 8	10	15	15	20	20
Oklahoma <sup>53</sup> .....	<sup>54</sup> 4	8	12	15	15	20
Oregon.....	<sup>55</sup> 4	10	10	10	10	<sup>56</sup> 10
Pennsylvania.....	<sup>20</sup> X	<sup>20</sup> X	8	10	10	13
Rhode Island.....	<sup>20</sup> X	<sup>20</sup> X	10	15	25	NS
South Carolina.....	6	8	10	14	15	15
South Dakota.....	<sup>57</sup> 1	4	5	7	7	<sup>58</sup> 15
Tennessee.....	<sup>59</sup> 5	8	10	15	25	<sup>60</sup> 30
Texas.....	<sup>61</sup> 4	8	12	15	18	<sup>62</sup> 20
Utah.....	<sup>20</sup> X	10	15	15	20	<sup>63</sup> 20
Vermont.....	4	5	10	10	12	12
Virginia.....	3	10	10	10	10	10
Washington.....	<sup>64</sup> 5	<sup>65</sup> 7	10	10	10	10
West Virginia.....	4	8	10	12	15	16
Wisconsin.....	<sup>66</sup> 3	<sup>67</sup> 6	10	12	16	<sup>68</sup> 16
Wyoming.....	5	8	10	15	20	25

Footnotes on following pages.

## FOOTNOTES

- <sup>1</sup> 5 if 2 to 2½; 10 if 2½ to 3.
- <sup>2</sup> 22 if 6 to 8; 25 if 8 and over.
- <sup>3</sup> 8 if 0 to 15 mo; 10 if 15 mo to 2 yr.
- <sup>4</sup> In infant-toddler centers.
- <sup>5</sup> 6 in infant-toddler centers; 12 if 2½ to 3 in other centers.
- <sup>6</sup> In infant centers.
- <sup>7</sup> If 6 weeks to 8 mo in infant center; or if 12 mo to 3 yr in toddler center.
- <sup>8</sup> 7 if all 2-yr-olds in toddler center; 8 if 2½ to 3 in large or small center.
- <sup>9</sup> Recommended FIDCR child/staff ratios.
- <sup>10</sup> If under title XX funding; 15, if 6 to 10 yr of age; 20 if 10 to 14 yr of age (FIDCR ratios).
- <sup>11</sup> 5 if 0 to 1; 8 if 1 to 2.
- <sup>12</sup> 8 if 2 to 2½; 15 if 2½ to 3.
- <sup>13</sup> In Delaware, centers receiving Federal funds have the following mandated ratios: Under 2: 5; 2 to 3: 5; 3 to 4: 5; 4 to 5: 7; 5 to 6: 7; school age: 10.
- <sup>14</sup> Pending issue of new infant center regulations.
- <sup>15</sup> 4 if 2 to 2½; 8 if 2½ to 3.
- <sup>16</sup> 6 if under 1 yr; 8 if 1 to 2.
- <sup>17</sup> Mandated ratio for handicapped children: Under 2: 4; 2 to 3: 6; 3 to 4: 8; 4 to 5: 10; 5 to 6: 14; school age: 14.
- <sup>18</sup> 7 if 0 to 18 mo; 10 if 18 mo to 2 yr.
- <sup>19</sup> 25 if 7 and over; 6 to 7 not specified.
- <sup>20</sup> Children in this age group generally not accepted.
- <sup>21</sup> 6 if 0 to 18 mo; 8 if 18 mo to 2 yr.
- <sup>22</sup> 8 if 2 to 2½; 10 if 2½ to 3.
- <sup>23</sup> 10 if full-day; 20 if half-day.
- <sup>24</sup> 4 if 6 weeks-walking; 5 if walking—2.
- <sup>25</sup> 3 if 2 weeks—nonwalking under 24 mo only; 5 if walking—2 yr.
- <sup>26</sup> 5 if walking—2½; 7 if 2½ to 3.
- <sup>27</sup> 10 if full-day; 12 if part-day.
- <sup>28</sup> 15 if 6 to 8; 20 if 8 and over.
- <sup>29</sup> 6 if nonwalking; 8 if toddlers.
- <sup>30</sup> Centers serving 10 children with no more than 2 children under 2 yr of age have mandated child/staff ratio of 10 to 1 in all age categories.
- <sup>31</sup> 8 if 2½ to 3 yr.
- <sup>32</sup> In Maine, separate before and after school programs have 10 to 1 ratio in school-age category.

## FOOTNOTES—Continued

- <sup>33</sup> Admitted only upon approval of local health officer.
- <sup>34</sup> Admitted only upon prior approval.
- <sup>35</sup> 10 in care over 3 hr; 12 in care 3 hr or less.
- <sup>36</sup> 10 in care over 3 hr; 13 in care 3 hr or less.
- <sup>37</sup> 15 in care over 3 hr; 25 in care 3 hr or less.
- <sup>38</sup> 15 if 6 to 7 in care over 3 hr; 25 if 6 to 7 in care 3 hr or less.
- <sup>39</sup> 10 if 2½ to 3.
- <sup>40</sup> 4 if 6 weeks to 16 mo; 7 if 16 mo to 2 yr.
- <sup>41</sup> 7 if 2 yr to 31 mo; 10 if 31 mo to 3 yr.
- <sup>42</sup> 4 if 6 weeks to 9 mo; 6 if 9 to 18 mo; 8 if 18 mo to 2 yr.
- <sup>43</sup> 8 in infant-toddler center; 10 for 1st 20 children; 15 for excess over 20.
- <sup>44</sup> 10 for 1st 20 children; 15 for excess over 20.
- <sup>45</sup> 3 or 10 percent over licensed capacity, whichever is greater, if before or after school care.
- <sup>46</sup> 4.8 if maximum of 24 children under 3 yr of age in care.
- <sup>47</sup> 2 adults for any total group.
- <sup>48</sup> 20 if in care 3 hr or less.
- <sup>49</sup> 4 if under 18 mo; 5 if over 18 mo.
- <sup>50</sup> If 30 or more in care; 10 if less than 30.
- <sup>51</sup> If 4 to 7 yr.
- <sup>52</sup> 8 if 0 to 18 mo; 10 if 18 mo to 2 yr.
- <sup>53</sup> Recommended ratios.
- <sup>54</sup> 4 if 0 to 10 mo in cribs; 6 if 10 mo to 2 yr.
- <sup>55</sup> If 6 weeks to 30 mo.
- <sup>56</sup> If 6 yr; 15 if over 6 yr.
- <sup>57</sup> 1 if 0 to 6 mo; 3 if 6 to 18 mo; 4 if 18 mo to 2 yr.
- <sup>58</sup> 15 if 6 to 10 yr; 20 if 10 to 14.
- <sup>59</sup> 5 if 6 weeks to 1 yr; 6 if 1 to 2.
- <sup>60</sup> If 6 to 7.
- <sup>61</sup> 4 if 0 to 18 mo; 6 if 18 mo to 2 yr.
- <sup>62</sup> 20 if 6 to 8; 25 if 8 or over.
- <sup>63</sup> 20 if 6; 25 if 7 to 15.
- <sup>64</sup> 5 if 1 mo to 1 yr; 7 if 1 to 2.
- <sup>65</sup> 7 if 2 to 2½; 10 if 2½ to 3.
- <sup>66</sup> 3 if 0 to 1; 4 if 1 to 3.
- <sup>67</sup> 6 if 2 to 2½; 8 if 2½ to 3.

Source: Department of Health, Education, and Welfare. Current as of October 21, 1975.

Note: NS indicates "not specified."

TABLE 3.—STATE ESTIMATES OF INCREASE IN COST AND STAFFING FOR CHILD CARE FROM FISCAL 1975 TO FISCAL 1976

	Increased title XX costs (millions)	Increased staffing		Potential employment of welfare recipients as percent of added staffing
		For title XX children	For non-title XX children	
Total.....	\$206.3			
Alabama.....	0.6	122	(1)	(2)
Alaska.....	1.4	150	(1)	50
Arizona.....	2.6	548	(2)	20-25
Arkansas.....	0	0	0	(3)
California.....	20.7	0	0	(3)
Colorado.....	2.4	400	200	(2)
Connecticut.....	(8)	0	0	(3)
Delaware.....	.9	99	(1)	(4)
District of Columbia.....	.4	56	81	20
Florida.....	12.1	766	1,036	(2)
Georgia.....	3.8	600	(1)	80
Hawaii.....	.4	60	1,577	20
Idaho.....	1.1	(2)	(2)	(2)
Illinois.....	23.5	700	<sup>10</sup> 7,000	71
Indiana.....	1.4	215	(2)	(2)
Iowa.....	2.0	167	(1)	(2)
Kansas.....	1.5	202	303	15
Kentucky.....	1.2	400	800	(2)
Louisiana.....	2.6	509	437	100
Maine.....	.1	0	0	(3)
Maryland.....	0	0	0	(3)
Massachusetts....	5.3	600	0	100
Michigan.....	7.0	959	0	20
Minnesota.....	11.0	1,760	1,580	20
Mississippi.....	1.0	0	0	(3)
Missouri.....	2.5	1,246	(2)	5
Montana.....	.9	1,000	(1)	7-10
Nebraska.....	.3	155	(2)	100
Nevada.....	.1	<sup>5</sup> 160	<sup>5</sup> 160	(2)
New Hampshire...	.2	40	50	20

See footnotes at end of table.

TABLE 3.—STATE ESTIMATES OF INCREASE IN COST AND STAFFING FOR CHILD CARE FROM FISCAL 1975 TO FISCAL 1976—Cont.

	Increased title XX costs (millions)	Increased staffing		Potential employment of welfare recipients as percent of added staffing
		For title XX children	For non-title XX children	
New Jersey.....	3.7	92	10	100
New Mexico.....	2.2	96	0	50
New York <sup>6</sup> .....	12.0	300	0	67
North Carolina....	9.8	1,800	400	60-70
North Dakota.....	( <sup>7</sup> )	0	0	( <sup>3</sup> )
Ohio.....	( <sup>8</sup> )	0	0	( <sup>3</sup> )
Oklahoma.....	21.5	1,022	2,366	93
Oregon.....	.2	0	0	( <sup>3</sup> )
Pennsylvania.....	8.2	235	171	96
Rhode Island.....	.9	46	138	( <sup>2</sup> )
South Carolina....	2.4	308	0	25-50
South Dakota.....	.6	650	150	23
Tennessee.....	1.7	200	( <sup>1</sup> )	5-8
Texas.....	16.2	1,720	1,514	20-30
Utah.....	1.4	199	739	70
Vermont.....	.8	428	( <sup>9</sup> )	75
Virginia.....	7.8	436	1,000	50
Washington.....	4.7	1,300	( <sup>2</sup> )	( <sup>2</sup> )
West Virginia.....	2.0	216	84	80-100
Wisconsin.....	2.6	234	750	50-100
Wyoming.....	.6	0	0	75

<sup>1</sup> Included in estimates for columns 1 and 2. Unable to show separately.

<sup>2</sup> Unable to estimate.

<sup>3</sup> Not applicable since State estimates no additional staffing needs.

<sup>4</sup> Additional employees already hired.

<sup>5</sup> Unable to estimate on a man-year basis; represents number of staff.

<sup>6</sup> Estimates cover urban counties only.

<sup>7</sup> Less than \$50,000.

<sup>8</sup> Unable to estimate. No increased staffing but some increased cost to meet other standards and/or monitoring and reporting requirements of title XX.

<sup>9</sup> Unable to estimate numbers; cost estimated at \$1,900,000.

<sup>10</sup> Includes a need for 6,000 new family day care homes.

Source: Committee staff survey of Governors.



TABLE 4.—FEDERAL FUNDING ALLOCATIONS FOR SOCIAL SERVICES

[In thousands]

	Social services allocation for fiscal year 1977	Full year additional child care allocation under Senate bill <sup>1</sup>
Total.....	\$2,500,000	\$250,000
Alabama.....	42,300	4,230
Alaska.....	3,975	398
Arizona.....	25,450	2,545
Arkansas.....	24,375	2,438
California.....	247,250	24,725
Colorado.....	29,525	2,952
Connecticut.....	36,525	3,652
Delaware.....	6,775	678
District of Columbia.....	8,550	855
Florida.....	95,675	9,568
Georgia.....	57,725	5,772
Hawaii.....	10,025	1,002
Idaho.....	9,450	945
Illinois.....	131,650	13,165
Indiana.....	63,025	6,302
Iowa.....	33,775	3,378
Kansas.....	26,850	2,685
Kentucky.....	39,700	3,970
Louisiana.....	44,525	4,452
Maine.....	12,375	1,238
Maryland.....	48,425	4,842
Massachusetts.....	68,600	6,860
Michigan.....	107,575	10,758
Minnesota.....	46,325	4,632
Mississippi.....	27,475	2,748

See footnote at end of table.



TABLE 4.—FEDERAL FUNDING ALLOCATIONS FOR SOCIAL SERVICES—Continued

[In thousands]

	Social services allocation for fiscal year 1977	Full year additional child care allocation under Senate bill <sup>1</sup>
Missouri.....	\$56,500	\$5,650
Montana.....	8,700	870
Nebraska.....	18,250	1,825
Nevada.....	6,775	678
New Hampshire.....	9,550	955
New Jersey.....	86,700	8,670
New Mexico.....	13,275	1,328
New York.....	214,200	21,420
North Carolina.....	63,425	6,342
North Dakota.....	7,525	752
Ohio.....	126,975	12,698
Oklahoma.....	32,050	3,205
Oregon.....	26,800	2,680
Pennsylvania.....	139,975	13,998
Rhode Island.....	11,075	1,108
South Carolina.....	32,925	3,292
South Dakota.....	8,075	808
Tennessee.....	48,825	4,882
Texas.....	142,500	14,250
Utah.....	13,875	1,388
Vermont.....	5,550	555
Virginia.....	58,050	5,805
Washington.....	41,100	4,110
West Virginia.....	21,175	2,118
Wisconsin.....	54,000	5,400
Wyoming.....	4,250	425

<sup>1</sup> Until fiscal year 1978, 20 percent of each State's allocation will be reserved for allocation to those States having particular funding problems associated with meeting child care standards.

TABLE 5.—BUDGETARY IMPACT OF SENATE BILL <sup>1</sup>

Fiscal period	Increase in budget authority and outlays (millions)	Decrease in revenues (millions)
Fiscal year 1976.....	\$99	0
July-September 1976.....	55	0
Fiscal year 1977.....	217	\$13
Fiscal year 1978.....	219	18
Fiscal year 1979.....	212	23
Fiscal year 1980.....	204	28
Fiscal year 1981.....	200	28

<sup>1</sup> Estimates are net figures reflecting both the increased grants to the States for child care and the offsetting reductions in welfare costs resulting from the hiring of welfare recipients as child care staff.

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